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ABSTRACT

In spring 1983, a follow-up study was conducted of students who graduated from Mercer County Community College (MCCC) during the 1981-82 academic year. The survey instrument, which was developed by the County College Association for Institutional Research (CCAIR) to facilitate the collection of comparative data from the county colleges of new Jersey, was mailed to 759 MCCC graduates, requesting information on their reasons for attending MCCC, educational and employment outcomes, and views on MCCC programs and services. Study findings, based on responses from 406 MCCC graduates and comparisons with data collected by 11 other county/community colleges in New Jersey using the CCAIR instrument, included the following: (1) 41% of the MCCC graduates had continued their education in another degree-granting program, with 26% attending full-time and 13% attending part-time; (2) the primary objectives for attending MCCC were to prepare for a first career, prepare for a career change, complete courses for transfer credit, and improve job skills; (3) 60% of the MCCC respondents were employed full-time and 18% part-time; (4) 59% of the employed graduates were working in a field related to their program at MCCC, and 19% were in jobs somewhat related to their studies at MCCC; and (5) compared to other county/community college 1982 graduates, more MCCC graduates had been preparing to transfer than actually transferred into a degree-granting program. Appendices provide the questionnaire, graduates' comments, and detailed results. (HB)

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TECHNICAL REPORT
OFFICE OF INSTITUTIONAL RESEARCH

84-05

ONE YEAR LATER

1983

A SURVEY OF MERCER GRADUATES

OF FY 1982

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Neil Stratton
Coordinator

April, 1984

JC 840 349

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The survey instrument, which was the basis of this report, was developed by a committee of the County College Association for Institutional Research for New Jersey. For purposes of comparing data between the county colleges proce ures for the administration of the survey were also developed by this committee and followed by this office.

Special thanks to Mary McCormick, secretary of OIR, for typing the appendices and to Linda Decker, Text Processing, for typing the text and tables.

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I. Executive Summary

This One Year Later report summarizes data from a study of fiscal year 1982 (August 1981, January and May 1982) Mercer County Community College graduates. The summary was conducted in the Spring of 1983.

The 1982 graduates appear to be generally satisfied with their educational experiences at Mercer. Of the 406 graduates who responded, 78% reported they were employed, with 78% of those employed in positions related to their program of study at MCCC and 63% employed in Mercer County.

Forty-one percent have continued their education in another degree-granting program. When we compare the activities of the Class of 1982 with the Class of 1981, we find a smaller percentage reported being employed (78%, Class of 1982; 80%, Class of 1981) and a smaller percentage were continuing their education (41%, Class of 1982; 49%, Class of 1981). Twenty-four percent of the respondents are both employed and continuing their education (28% of the Class of 1981).

A full 98% of the survey population said they would recommend MCCC to prospective students. Comments and suggestions on improving courses and services offered at Mercer were made by 44% of the 1982 graduates. The majority of these comments offered constructive criticism concerning course offerings, advisement, instructors and transfer difficulties.

II. Introduction

The survey instrument was developed by a committee of the County College Association for Institutional Research in an effort to collect comparative data and reduce the development and analysis costs for the individual colleges. This report will review the results of Mercer's graduates and compare Mercer to the sector-wide data collected. The questionnaire appears in Appendix A.

The questionnaire, along with a cover letter and a self-addressed stamped envelope, was mailed to a survey population of 759 graduates of August 1981, January and May, 1982 (referred to as the 1982 graduates). An initial mailing of 759 surveys was sent in March 1983. This netted 173 survey responses (23%). A second mailing was made to the non-respondents in April. An additional 154 surveys (11%) were returned. A third attempt was made in June to reach the remaining 432 non-respondents. This final effort netted 79 more completed surveys. There were 7 bad addresses (return to sender), which, when excluded from the original survey populations, makes the revised survey population 752. Over a span of four months, 406 surveys were returned, yielding an overall adjusted response rate of 54% (See Table 1.)

Table 1

Population Size and Return Rate for the Survey

	Class of 1981	Class of 1982
Number of Graduates	702	765
Survey Population	701	759
Bad Addresses	5	7
Revised Population	696	752
Total Surveys Completed	387 (56%)	406 (54%)

III. Results of Mercer's Follow-up Compared to Previous Year's Study

A. Background Information

The survey respondents quite accurately represent the total graduating class. Seventy-two percent of the respondents were from career programs (71%, total graduating class) and 28% from transfer programs (29%, total class). A larger percentage of the Class of 1982 were from career programs than the Class of 1981, 72% and 69% respectively. The demographic characteristics of the responding population indicate that 58% were female (57%, total graduating class), 90% were white (88%, total class) and 8% were black (9%, total class). Fifty-three percent of the respondents were between the ages of 19 and 23 while 10% were over 39. The number of graduates responding by academic program is listed, along with the number of graduates in each program, in Appendix B.

When asked to state their primary objective for first attending Mercer, 42% of the respondents indicated "to prepare for their first career" and another 19% said "to prepare for a career change". Twenty-two percent said their primary objective was "to complete courses for transfer credit" (28% in 1981) and 11% said "to improve job skills" (13% in 1981). See Table 2. In addition, this survey reveals that 87% of the graduates felt they had achieved their primary objective, the same percentage as last year's study of the Class of 1981.

Table 2
Primary Objective for First Attending Mercer

Objective	1981 Graduates		1982 Graduates	
Prepare for New (or First) Career	213	55%	--	--
Prepare for First Career	--	--	171	42%
Prepare for Career Change	--	--	77	19%
Complete Course for Transfer Credit	107	28%	89	22%
Improve Job Skills	51	13%	43	11%
Take Courses for Personal Interest	15	4%	24	6%
Non-respondents	1	0%	2	0%
	387	100%	406	100%

B. Education

The educational activities of the survey respondents since graduation from Mercer were explored. Forty-one percent of the respondents have continued their education in another degree-granting program even though only 29% were graduates of transfer programs. This is a substantial decrease compared to the Class of 1981 where 49% continued their education and 33% were from transfer programs. Of the 163 continuing their education this year, 104 are attending full-time while 52 are attending part-time (7 did not indicate their status). See Table 3 for a comparison of the two graduating classes.

Table 3

Educational Activities at Time of Survey

Enrollment Status	1981 Graduates		1982 Graduates	
Full-time Student	104	27%	104	26%
Part-time Student	57	15%	52	13%
Status not given	25	7%	7	2%
	186	49%	163	41%
Not Continuing Education	197	51%	236	59%
No Response	4		7	

Sixty (37%) of those continuing their education are doing so at Trenton State College. Rider College and Rutgers were chosen by 21 and 18 respondents, respectively, while 10 respondents indicated attending New Jersey Institute of Technology. (See Table 4.) The most popular transfer areas continue to be Business and Engineering. (See Table 5.) A list of colleges and major fields of study by MCCC academic program appears in Appendix C.

Table 4

Colleges Attended after Graduation from MCCC

Colleges	1981 Graduates		1982 Graduates	
Trenton State College	71	38%	60	37%
Rider College	17	9%	21	13%
Rutgers University	18	10%	18	11%
N.J.I.T.	5	3%	10	6%
Mercer County Community College	9	5%	7	4%
Other N.J. Colleges	17	9%	14	9%
Out-of-State Colleges	49	26%	33	20%
	186	100%	163	100%

Table 5

Transfer Curriculum Most Recently Studied

Major Field of Study	1981 Graduates		1982 Graduates	
Business Area Programs	46	25%	44	27%
Engineering and Related Technologies	22	12%	25	15%
Computer and Information Services and Data Processing	5	3%	12	7%
Architecture and Environmental Design	6	3%	11	7%
Fine and Applied Arts	17	9%	9	5%
Biological and Physical Science	13	7%	8	5%
Psychology	8	4%	8	5%
Other Social Sciences	8	4%	7	4%
Public Safety and Service (and Criminal Justice)	19	10%	6	4%
Health Professions	6	3%	6	4%
English, Journalism, etc.	--	--	6	4%
Agriculture & Natural Resources	--	--	4	2%
Education	13	7%	3	2%
Communications (and Telecommunications)	7	4%	3	2%
Other Curricula	7	4%	6	4%
Undecided or Not Given	9	5%	5	3%
	186	100%	163	100%

Among those continuing their education, 85 (57%) said they had no problems transferring. Thirty-eight (26%) indicated they had problems "transferring credit hours," 18 indicated "transcript problems," 6 "admission problems," and 13 "other problems." (See Table 6.)

Table 6

Problems Occuring at Transfer College

Problems	1981 Graduates		1982 Graduates	
Transferring Credit Hours	42	23%	38	26%
Transcript Problems	14	8%	18	12%
Admission Problems	8	4%	6	4%
Other Problems	10	6%	13	9%
None	116	65%	85	57%
Total Number Responding to Question[a]	179	--	148	--

[a]Graduates were asked to check all that apply; therefore the columns do not add up to 100%.

A comparison of the number of credit hours lost at a transfer college from the Class of 1981 and the Class of 1982 cannot be made due to a change in the questionnaire. Credit hours not accepted by MCCC academic program for the Class of 1982 appear with colleges and major fields of study in Appendix C.

When the graduates rated their program at Mercer as to how well it prepared them to continue their education, 73% said "good" or "excellent" (see Table 7.) The 8 respondents who gave a rating of "poor" or "fair" were scattered among several transfer and career programs. On the average, the Class of 1982 felt better prepared for continuing their education with a mean rating of 3.88 than the Class of 1981 with a mean of 3.77.

Table 7

How Well Courses Completed at MCCC Prepare Graduates for Continuing Education

Scale	1981 Graduates		1982 Graduates	
Poor (1)	3	2%	1	1%
Fair (2)	11	6%	8	5%
Average (3)	48	27%	34	22%
Good (4)	78	44%	76	49%
Excellent (5)	38	21%	35	23%
	178	100%	154	100%
Mean	3.77		3.88	

C. Employment

Of the 406 respondents, 313 (78%) stated they were presently employed (241 full-time and 72 part-time) while 87 indicated they were not employed and 6 did not respond to the question. The percent of graduates employed full-time decreased from 64% of the Class of 1981 to 60% of the Class of 1982 while the percent employed part-time and not employed increased (see Table 8.)

Table 8

Employment Activities at Time of Survey

Employment Status	1981 Graduates		1982 Graduates	
Full-time	244	64%	241	60%
Part-time	62	16%	72	18%
Not Employed	74	20%	87	22%
	380	100%	400	100%
No Response	7		6	

Fifty-nine percent of those employed are in jobs that are "directly related" to their program of study at Mercer (56%, Class of 1981). Another 19% are employed in jobs "somewhat related" (18%, Class of 1981) and 22% are not working in their field of study (26%, Class of 1981). The reasons most often given by the 67 respondents who were not employed in their field of study were "could not find a job in field of

preparation", "transferred to a four-year college", "found better paying job in another field", and "not sufficiently qualified for a job in my field of preparation". See Table 9.

Table 9

Reasons Not Employed in Field Related to Program of Study

Reasons	1981 Graduates		1982 Graduates	
Transferred to a Four-Year College	16	22%	13	19%
Not Sufficiently Qualified for Job in field	13	18%	8	12%
Perferred to work in another field	6	8%	3	5%
Found better paying job in another field	9	12%	10	15%
Could not find a job in field of preparation	16	22%	18	27%
Worked previously in field, but changed jobs	4	6%	3	5%
Other	9	13%	12	18%
	73	101%	67	101%

The Class of 1982 rated the training they received at Mercer higher than the Class of 1981 with a greater percentage of respondents rating their training "Very" and "Extremely Useful". See Table 10.

Table 10

Usefulness of Training Received at Mercer in Performance of Job

Scale	1981 Graduates		1982 Graduates	
Not Useful (1)	43	15%	39	12%
Somewhat Useful (2)	41	14%	49	16%
Useful (3)	77	26%	58	19%
Very Useful (4)	69	23%	88	29%
Extremely Useful (5)	64	22%	74	24%
	294	100%	308	100%
Mean	3.24		3.35	

Sixty-three percent of the employed respondents are working within Mercer County and 20% are employed in counties adjacent to Mercer, compared to 1981 when 67% were employed in county and 16% in adjacent counties. See Table 11. The majority of the out-of-county, employed graduates are from the following academic programs: Pre-Funeral Service

and Funeral Service Education, Radio/Television, Telecommunications, Advertising Design, Medical Laboratory Technology, Radiography, Nursing, and Ornamental Horticulture Technology/Land Use Management.

Table 11

Location of Employment

Location	1978 Graduates		1981 Graduates		1982 Graduates	
Mercer County	219	66%	191	67%	181	62%
Adjacent NJ Counties*	65	20%	46	16%	59	20%
Other NJ Counties	13	4%	18	7%	22	8%
Out-of-State	34	10%	28	10%	28	10%
	331	100%	272	100%	290	100%

*Adjacent NJ Counties include Burlington, Hunterdon, Middlesex, Monmouth, and Somerset.

Over half of the 313 employed respondents started that they obtained their current job before entering MCCC or while attending MCCC. Nineteen percent started their current job within 3 months after graduation and 25% started more than 3 months after graduation. For a comparison of the Class of 1981 and the Class of 1982 see Table 12. When the graduates get their jobs largely depends on their program of study. The majority of Funeral Service and Pre-Funeral Service Education, Solar Energy, and Community Service Assistant respondents got their current job before entering MCCC and Data Processing and Nursing majors obtained their current job while still attending Mercer. Flight Technology, Fire Science Technology and Computer Science majors reported getting their current jobs more than three months after graduation.

Table 12

When Graduates Obtained Their Current Job

Job Obtained	1981 Graduates		1982 Graduates	
Before Entering MCCC	66	22%	78	26%
While Attending MCCC	81	27%	93	30%
Within 3 mo. After Graduation	64	22%	58	19%
More than 3 mo. After Graduation	86	29%	79	25%
	297	100%	308	100%
No Response	5		5	

Table 13 shows ways in which the graduate's program of study at Mercer helped them in their job. Of those responding to the question, 64% indicated their program was helpful in the performance of their job, 57% said their program helped them obtain a job, and 25% said it helped them advance their career. Twenty-six percent indicated both the first and second response, while another 9% indicated the first three.

Table 13

Program of Study at MCCC Helped with Respect to Current Job

	1981 Graduates		1982 Graduates	
Helped to obtain a job	135	55%	150	57%
Helped performance on present job	157	64%	167	64%
Helped advance on present job	67	27%	65	25%
Helped in other ways	27	11%	25	10%
Total number responding to question[a]	246	--	261	--

[a]Graduates were asked to check all that apply; therefore the columns do not add up to 100%

Salaries of those employed full-time are shown in Figure 1. Because the survey instrument asked for a salary range, a mean cannot be calculated. Salary ranges by academic programs are displayed in Appendix D. Programs from which graduates earn salaries at the high end of the scale ($22,500 and up) are Business Administration, Data Processing, Civil Engineering Technology and Law Enforcement.

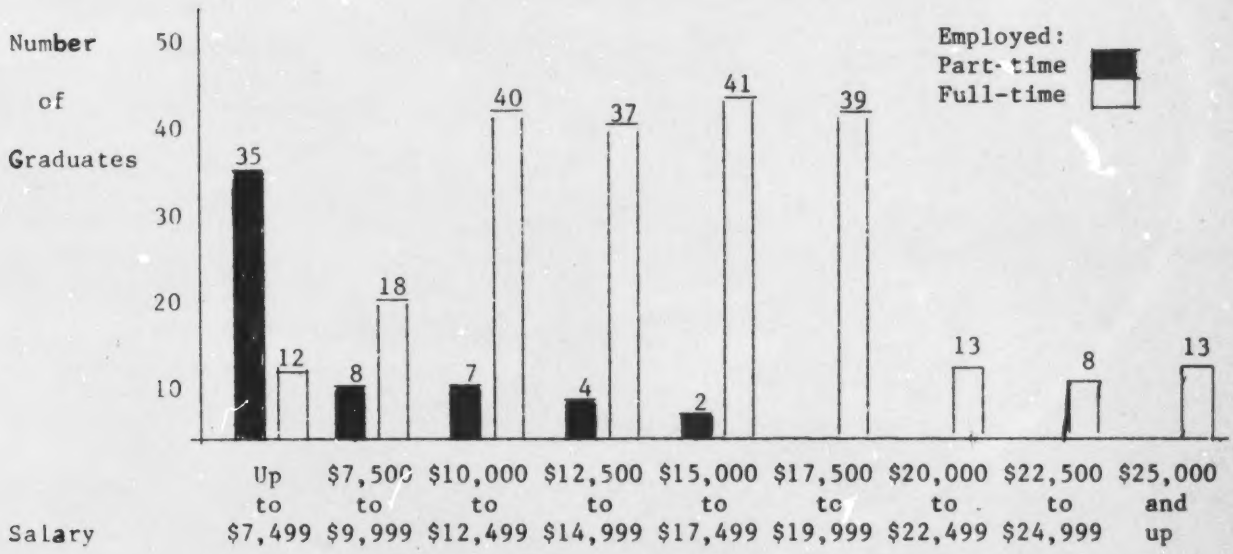

Figure 1

Salary Distribution for Employed Graduates

Job referral was another aspect investigated by this survey. The majority of the respondents indicated they first learned about their present job through a friend or relative (30%) or from contacting the employer on their own (27%). Also, 15% found their job through a newspaper advertisement. Other sources and a comparison with last year appear in Table 14.

Job titles and employer are listed by academic program in Appendix E.

Table 14

Source of Job Referral

Source	1981 Graduates		1982 Graduates	
MCCC Placement Office	8	3%	6	2%
An Employment Agency	18	6%	13	4%
A Newspaper Advertisement	52	18%	46	15%
Co-op Program (includes Clinical Experience	12	4%	12	4%
A Friend or Relative	104	37%	91	30%
College Faculty or Staff Member	19	7%	16	5%
Contacted Employer on my Own	---	--	81	27%
Other - specified as:				
Own initiative/applied	23	8%	---	--
Civil Service/Government listing or service	13	5%	8	3%
Previous employer/internal re-cruiting/promotion	12	4%	6	2%
Family Business/Self Employed	4	1%	7	2%
Employer Contacted	---	--	7	2%
Miscalleneous	17	6%	10	3%
	282	99%	303	99%

D. Opinions and Comments

Graduates were asked to rate various services of the College as to how well these services met their individual needs as a student. The quality of major course instruction and the Library were given the highest ratings from both the Class of 1981 and the Class of 1982. On a 5 point scale, the mean average rating were 4.10 and 3.93 respectively. Although Job Placement Assistance received the poorest rating from the Class of 1981 and the Class of 1982, the latter class rated it much higher (3.01) than the former class (2.76). Ratings of other college services appear in Table 15.

When asked if they would recommend MCCC to prospective students, 98% of the respondents said yes (96% of the Class of 1981).

Table 15

Ratings of MCCC Services

Student Services	Class of 1982 1 Poor	2 Fair	3 Average	4 Good	5 Excellent	Didn't Know Existed	Knew about but Didn't Use	Mean Rating	Class of 1981 Mean Rating
Quality of Major Course Instruction	1%	4%	9%	52%	30%	1%	1%	4.10	4.01
Library/Learning Resources Services	2%	3%	17%	48%	21%	1%	6%	3.93	3.89
Student Activities	2%	7%	19%	35%	5%	1%	28%	3.51	3.40
Tutoring Services	2%	4%	5%	11%	6%	4%	67%	3.53	3.36
Financial Aid	4%	5%	5%	14%	8%	1%	59%	3.47	3.45
Admissions	4%	12%	29%	39%	10%	0	3%	3.41	3.40
Registration Procedures	9%	15%	26%	37%	10%	0	1%	3.27	3.07
Academic Advisement	9%	14%	26%	28%	12%	1%	10%	3.23	3.27
Counseling	8%	11%	22%	20%	11%	1%	24%	3.19	3.15
Job Placement Assistance	8%	5%	5%	13%	5%	6%	54%	3.03	2.76

Note: The Mean Rating was based on the responses 1 through 5 only. See Appendix A for Total Number Responding.

The final item of the survey was an open ended question asking how Mercer could improve the courses and services available to students. Forty-four percent of the respondents offered comments. Many of the comments were favorable and mentioned that Mercer did not need any improvement. Some of these included:

- MCCC is a great school (mentioned by 15)
- MCCC should become a 4 year institution (mentioned by 3)
- Mercer has a very good - Health Career Pogram
  - Civil Tech. Program
  - Fire Science Program
  - Dental Assisting Program (mentioned by 2)
  - Funeral Service Program (mentioned by 2)
  - Computer Science Program
- Mercer was everything I expected from a college (mentioned by 8)
- Mercer has a good hands-on experience in Communications Department
- MCCC has great teachers (a few full-time faculty were singled out).

Other comments regarding improvement and changes have been listed by topic.

Advisement and Counseling

- More information is needed on courses that transfer to 4 year colleges. (mentioned by 10)
- Advisors should be more helpful. (mentioned by 11)
- Advisement and counseling should be better explained to new students.
- More advise is needed on resume writing and job hunting techniques.
- It was difficult to get in touch with my advisor. (mentioned by 2)
- Redefine language course, i.e. Beginning Spanish wouldn't transfer because it overlaps High School Spanish.

Courses - Business

- Business Administration students should be required to take a "Business Report Writing" course.

- Offer some courses on insurance and finance.

- Offer a Taxes II course.

Courses - Computer Operations

- The program should have hands-on experience.

- More courses that transfer should be offered in Computer Operations.

- The importance of learning the software side of one's job should be stressed.

Courses - Data Processing

- More on-line terminals and more terminals for high level languages are needed.

- More qualified teacher aids are needed in debugging room.

- Data Processing should keep up with new languages.

- More emphasis is needed on creating our own job control language.

- More DP courses dealing with data base are needed.

- Offer some telecourse on Data Processing.

Courses - Engineering

- Update the equipment used in Mechanical Engineering Shops.

- Longer labs and better equipment is needed for Electronics.

- Troubleshooting experience in Electrical Engineering program is needed.

- More lab work is needed in Media Electronics

- There should be a program more in line for Professional Surveying with the Riparian Boundary Laws and rapid land development; the surveyer has been in demand.

Courses - Horticulture

- Offer more courses in landscape design

- Courses on pests, diseases and pesticides are needed

Courses - Nursing

- Modular tests should be less importance in determining grade.
- More hospital clinical experience is needed. (mentioned by 2)
- More lecture time and personalized instruction is needed.
- Attendance requirement is too strict.

Courses - Misc. Programs

- A basic computer course should be required for Energy Management fields.
- Give Photography students an opportunity to develop skills in color photography.
- Keep the equipment up-to-date in the Med Lab Tech program.
- Construction and structure classes are needed in Architecture. (mentioned by 3)

Courses - General

- More advanced courses between 3:50 pm and 6:00 pm are desired at Kerney.
- Courses should be more difficult. (mentioned by 2)
- Courses should follow job market.
- Offer the same class at various times.
- Classes should be limited to 20 students.
- Larger tables are needed in place of desks especially for Math courses. (mentioned by 2)
- Start internship programs for degree oriented curriculum.
- Students should take "Introduction to Psychology" in the first semester.
- Some courses were only offered at night and I was a day student.
- All students should have Library Orientation.

Instructors

- Better communication is needed between faculty and students on policies and requirements of courses.

- Many liberal arts Professors had liberal political views that became part of the classroom activities; I found this disagreeable.

- Employ only lecturers who can speak and pronounce English correctly.

- Get more experienced instructors. (mentioned by 2)

- Have unannounced checks on teachers, some slack off. (mentioned by 2)

- Hire teachers who are more involved in student's education. (mentioned by 2)

- Adjunct teachers should be screened better. (mentioned by 4)

- Design more office hours to meet the needs of part-time students. (mentioned by 4)

Transfer Difficulties

- Most courses at Mercer did not require an exam. At Rider, Final Exam is 40% of grade; I was not prepared for this.

- I had trouble transferring credits. (mentioned by 13)

- Mercer does not prepare students for 4-year colleges. (mentioned by 2)

Other services

- Administrative services need much improvement.

- More tutoring is needed; too many students are in one class.

- Library is too noisy because of students and also the buzzing of the lights.

- Widen the selection of intercollegiate sports programs.

- Make students aware of the tutoring service.

- Enlarge the cafeteria.

- Offer more social activities for evening students.

- More job placement help is needed. (mentioned by 8)

- Plan more musical events.

- Let students know about CLEP.

- More financial aid is needed.

- The long registration process should be changed. (mentioned by 8)

- Teacher's Assistants were not available all the time, maybe student could help other student programmers.

- You need friendlier people in Admissions.

General

- Advertise when you've added or extended a course.

- Photo ID's should be done when the student pays their bill.

- Provide administrators with a course on "How to Treat Students Like People." (mentioned by 3)

- Advertise more to out-of-county residents. (mentioned by 2)

IV. Results of Mercer's Follow-Up Compared to Sector-wide Data Collected

A. Background Information

For the second year, Mercer County Community College's One Year Later Graduate Follow-up has been part of a larger study conducted by the County College Association for Institutional Research (CCAIR) for New Jersey. In 1983 eleven other New Jersey county/community colleges participated in a follow-up study of the graduating Class of 1982.[a] The survey's response rate was 54% of the graduates from the participating colleges which represents 38% of the graduates from all county/community colleges in New Jersey. Mercer's 406 survey respondents represented 11% of the 3,586 respondents in the 1983 study. This last section will compare the results of Mercer's study with the sector-wide data collected from the Class of 1982.[b]

B. Education

As seen in Table 16, the percentage of graduates indicating their primary objective was to transfer has decreased considerably from 25% Sector-wide and 28% at Mercer for the Cass of 1981 to 16% Sector-wide and 22% at Mercer for the Class of 1982. In both years, however, Mercer had a larger percentage of its graduates indicating their primary objective was to transfer. This primary objective in no way reflects the number of graduates who actually continue their education beyond the community college nor does it reflect the type of program, career or transfer, from which they graduated.

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[a]The other participating colleges were Bergen Community College, Brookdale Community College, Camden County College, Cumberland County College, Essex County College, Gloucester County College, Hudson County Community College, County College of Morris, Ocean County College, Passaic County Community College and Somerset County College.

[b]While only nine county colleges participated in the 1982 Follow-up of the Class of 1981, it proved to be a representative sample for comparison.

Table 16

Primary Objective for First Attending County College
and was that Objective Achieved

Objective	Class of 1981 Sector	Class of 1981 Mercer	Class of 1982 Sector	Class of 1982 Mercer
Improve Job Skills	14%	13%	13%	11%
Prepare for New (or First Career)	56%	55%	--	--
Prepare for First Career	--	--	43%	42%
Prepare for Career Change	--	--	22%	19%
Complete courses for Transfer Credit	25%	28%	16%	22%
Take courses for Personal Interest	5%	4%	6%	6%
	100%	100%	100%	100%
Objective Achieved	89%	87%	88%	87%

Sector-wide, 48% of the survey respondets from 1981 and 1982 enrolled in a degree granting program at another college after graduating from the community college. Mercer's transfers on the other hand, decreased from 49% of the Class of 1981 to 41% of the Class of 1982. Of those continuing their education sector-wide 34% were continuing part-time (29% of the Class of 1981) and 66% full-time (71% of the Class of 1981); 33% of Mercer's graduates continued on a part-time basis (35% of the Class of 1981) and 67% full-time (65% of the Class of 1981).

Forty-two percent of the sector-wide graduates transferred to New Jersey state colleges, 21% attend private colleges in New Jersey and 13% attend Rutgers. Compared to the sector, a smaller percentage of Mercer's graduates attend New Jersey state colleges, private colleges and Rutgers while a larger percentage of them attend NJIT and out-of-state colleges. See Table 17. This may be due, in part, to the curricula in which the graduates enroll. A larger percentage of Mercer's graduates are continuing their education in Architecture and Engineering while a smaller percentage are going into Business and Education.

Table 17

Transfer Colleges

Colleges	Class of 1981 Sector	Class of 1981 Mercer	Class of 1982 Sector	Class of 1982 Mercer
N.J. State Colleges	44%	44%	42%	40%
Private NJ Colleges	19%	11%	21%	17%
Rutgers	12%	10%	13%	11%
NJIT	4%	3%	4%	6%
NJ County Colleges	2%	6%	3%	6%
Pennsylvania Colleges	7%	10%	5%	6%
New York Colleges	3%	3%	3%	4%
Other States	9%	13%	9%	10%
	100%	100%	100%	100%

As shown in Table 18, Mercer's Class of 1982 felt better prepared for continuing their education than the Class of 1981 even though a full 55% were from "career" programs compared to 48% the year before. Of those continuing their education, 42% sector-wide and 48% from Mercer indicated they had problems in transferring to another institution such as transferring credit hours, transcript or admission problems.

Table 18

Ratings of Courses Completed for Continuing Education

Scale		Class of 1981 Sector	Class of 1981 Mercer	Class of 1982 Sector	Class of 1982 Mercer
Poor	(1)	1%	2%	1%	1%
Fair	(2)	5%	6%	5%	5%
Average	(3)	21%	27%	19%	22%
Good	(4)	49%	44%	52%	49%
Excellent	(5)	24%	21%	23%	23%
		100%	100%	100%	100%
Mean		3.92	3.77	3.91	3.88

C. **Employment**

Of the Class of 1981, 77% of the sector-wide graduates were employed (26% part-time, 74% full-time); while 81% of Mercer's graduates were employed (20% part-time, 80% full-time).

The Class of 1982 was similar in that 77% of the sector-wide graduates were employed (28% part-time, 72% full-time); while 78% of Mercer's graduates were employed (23% part-time, 77% full-time). Sector-wide, 95% of those employed part-time and 91% of those employed full-time are employed in New Jersey. Among Mercer's employed graduates, 97% of those employed part-time and 89% of those employed full-time are working in New Jersey. The responses to when the graduates obtained their job were relatively even, see Table 19.

Table 19

When Current Job Was Obtained

	Class of 1981		Class of 1982			
	Sector	Mercer	Sector		Mercer	
Job Obtained	PT & FT	PT & FT	PT	FT	PT	FT
Before Entering College	24%	22%	28%	25%	26%	25%
While Attending College	24%	27%	26%	28%	25%	32%
Within 3 Months After Graduating	26%	22%	17%	22%	22%	18%
More than 3 Months After Graduating	26%	29%	29%	25%	27%	25%
	100%	100%	100%	100%	100%	100%

A higher percentage of Mercer's graduates indicated their job was "directly related" to their program of study (see Table 20). The reasons given by the graduates for being not employed in their field were varied. Those employed part-time indicated continuing their education and those employed full-time indicated they could not find a job in their field. A higher percentage of Mercer's graduates also indicated their program of study was helpful in obtaining their present job. (See Table 21).

Table 20

Current Job Related to Program of Study

Job Related	Class of 1981 Sector PT	Class of 1981 Sector FT	Class of 1981 Mercer PT & FT	Class of 1982 Sector PT	Class of 1982 Sector FT	Class of 1982 Mercer PT	Class of 1982 Mercer FT
Yes, directly related	32%	56%	56%	28%	56%	37%	65%
Yes, somewhat related	19%	23%	18%	21%	23%	25%	17%
No, not related	49%	21%	26%	51%	21%	38%	18%
	100%	100%	100%	100%	100%	100%	100%
Reasons not related							
- Transferred to 4 year college	40%	7%	22%	46%	16%	53%	2%
- Not sufficiently qualified for job in field	16%	16%	18%	14%	16%	7%	18%
- Perferred work in another field	7%	11%	8%	4%	12%	0%	7%
- Found better pay in another field	6%	15%	12%	4%	11%	7%	18%
- Could not find job in field	11%	23%	22%	12%	19%	10%	35%
- Worked in field but changed jobs	2%	5%	6%	2%	7%	0%	9%
- Other	18%	23%	12%	18%	19%	23%	11%
	100%	100%	100%	100%	100%	100%	100%

Table 21

Helpfulness of Program of Study in Relation to Job

	Class of 1981 Sector PT	Class of 1981 Sector FT	Class of 1981 Mercer PT & FT	Class of 1982 Sector PT	Class of 1982 Sector FT	Class of 1982 Mercer PT	Class of 1982 Mercer FT
Helped obtain a job	28%	47%	55%	43%	53%	62%	57%
Helped performance on job	42%	59%	64%	57%	64%	55%	66%
Helped advance on job	8%	22%	27%	12%	27%	15%	27%
Helped other ways	18%	8%	11%	25%	11%	17%	8%

The source of job referral for Mercer's graduates was similar to the sector-wide graduates; the most popular sources were a friend or relative, direct contact with the employer (sending resumes, phone contact, etc.) and a newspaper advertisement (See Table 22). Respondents who are employed full-time in a field related to their program of study were more likely to indicate contacting employer directly as a source of a job referral.

Table 22

Source of Job Referral

Source	Class of 1981 Sector PT	Class of 1981 Sector FT	Class of 1981 Mercer PT & FT	Class of 1982 Sector PT	Class of 1982 Sector FT	Class of 1982 Mercer PT	Class of 1982 Mercer FT
A friend or relative	45%	33%	37%	40%	28%	45%	27%
Direct contact with employer	--	--	--	28%	27%	25%	27%
A newspaper advertisement	18%	21%	18%	14%	19%	6%	18%
An employment agency	1%	8%	6%	2%	6%	1%	5%
County college faculty or staff member	6%	5%	7%	4%	4%	1%	6%
Through Co-op Program	1%	3%	3%	2%	4%	6%	3%
County college placement office	2%	3%	3%	4%	3%	1%	2%
Other	27%	27%	26%	7%	9%	14%	12%
	100%	100%	100%	101%	100%	99%	100%

Salary ranges of the graduates are depicted in Table 23. Approximately two-thirds of all part-time employed graduates earn less than $7,500. The salary range of those employed full-time is widely distributed and is largely depended on career fields. Looking at only those employed full-time in a field related to their program of study, half of all the graduates earn between $12,500 and $20,000.

Table 23

Annual Salary

Salary Range	Class of 1981 Sector PT	Class of 1981 Sector FT	Class of 1981 Mercer PT & FT	Class of 1982 Sector PT	Class of 1982 Sector FT	Class of 1982 Mercer PT	Class of 1982 Mercer FT
Up to $7,499	70%	7%	16%	66%	5%	63%	5%
$7,500 to $9,999	14%	11%	12%	14%	10%	14%	8%
$10,000 to $12,499	8%	19%	17%	11%	15%	13%	18%
$12,500 to $14,999	4%	16%	17%	4%	16%	7%	17%
$15,000 to $17,499	2%	16%	16%	3%	16%	4%	18%
$17,500 to $19,999	1%	11%	9%	2%	14%	0%	18%
$20,000 to $22,499	1%	7%	4%	0%	10%	0%	6%
$22,500 to $24,999	0%	5%	4%	0%	5%	0%	4%
$25,000 and Up	0%	7%	5%	0%	9%	0%	6%
	100%	99%	100%	100%	100%	101%	100%

Overall, Mercer's graduates rated their training slightly better with a mean rating of 2.96 from those employed part-time and 3.46 from those employed full-time compared to the sector-wide ratings of 2.77 and 3.33 respectively. See Table 24.

Table 24

Rating Usefulness of County College Training in Relation to Current Job

Scale		Class of 1981 Sector PT	Sector FT	Mercer PT & FT	Class of 1982 Sector PT	Sector FT	Mercer PT	Mercer FT
Not Useful	(1)	24%	8%	15%	25%	9%	25%	9%
Somewhat Useful	(2)	25%	19%	14%	24%	19%	18%	15%
Useful	(3)	20%	24%	26%	19%	25%	14%	20%
Very Useful	(4)	18%	27%	23%	16%	25%	22%	30%
Extremely Useful	(5)	13%	22%	22%	16%	22%	21%	25%
		100%	100%	100%	100%	100%	100%	99%
Mean		2.70	3.45	3.24	2.77	3.33	2.96	3.46

D. Opinions

Comparing the mean ratings given to services at the colleges, Mercer's were similar to the other county colleges; the largest difference between the sector and Mercer was 0.13 (insignificant). The Job Placement Office, Registration and Counseling had the lowest ratings, while Quality of Major Course Instruction and the Library were rated highly by all the county college graduates.

Table 25

Mean Ratings of County College Services

Student Services	Class of 1981		Class of 1982	
	Sector	Mercer	Sector	Mercer
Academic Advisement	3.29	3.27	3.35	3.23
Admissions	3.47	3.40	3.50	3.41
Counseling	3.29	3.15	3.32	3.19
Financial Aid	3.50	3.45	3.56	3.47
Job Placement Office	2.90	2.76	3.02	3.03
Library-Learning Resources	4.01	3.89	4.05	3.92
Registration	3.06	3.07	3.18	3.27
Student Activities	3.39	3.40	3.48	3.51
Quality of Major Course Instruction	4.00	4.01	4.05	4.10
Tutoring Services	3.42	3.36	3.55	3.53

Note. Graduates were asked to rate the services on a scale of 1 (poor) to 5 (excellent). Boxes were also provided for "didn't know existed" and "knew about but didn't use" responses.

APPENDIX A

Mercer County Community College Follow Up Questionnaire
Class of 1982

TOTAL NUMBER RESPONDING

406

If label is not correct, please print corrections below:

Please check appropriate block(s) within each category

SECTION A — Everyone should answer this section.

1 Which statement best describes your **primary objectives** for first attending MCCC? *(Check only one objective.)* N = 404

(1) 1 ☐ To improve job skills 43
2 ☐ To prepare for first career 171
3 ☐ To prepare for career change 77
4 ☐ To complete courses for transfer credit 89
5 ☐ To take courses for personal interest 24

2 Did you achieve the above objective by the time you left Mercer?

(2) 1 ☐ Yes 347 2 ☐ No 53 N = 400

3 How well did the following services at Mercer meet your individual needs as a student?

		Poor 1	Fair 2	Average 3	Good 4	Excellent 5	Didn't know existed 6	Knew about, but didn't use 7	N
a Academic Advisement	(3)	35	56	104	115	47	3	40	400
b Admissions	(4)	18	48	116	158	41	1	12	394
c Counseling	(5)	34	46	89	81	44	3	99	396
d Financial Aid	(6)	15	22	22	58	32	5	237	391
e Job Placement Assistance	(7)	34	21	21	51	21	24	219	391
f Library/Learning Resources Services	(8)	6	14	69	194	87	2	24	396
g Registration Procedures	(9)	15	62	104	151	61	0	2	395
h Student Activities	(10)	7	29	79	141	22	2	103	393
i Quality of major course instruction	(11)	3	18	38	209	123	3	2	396
j Tutoring Services	(12)	6	18	21	43	22	15	272	399

SECTION B — Have you enrolled in another college in a degree-granting program since your graduation from Mercer? N = 399

(13) 1 ☐ Yes *(Please continue)* 163 2 ☐ No *(Skip to Section C)* 236

1 Please indicate your current status N = 156

(14) 1 52 Part-time student (Less than 12 hours) 2 104 Full-time student (12 or more hours)

2 What is the name of your current (or most recently attended) college?

(15-16) Name See Table 8

City and State _____

(17-20) Curriculum/Program See Table 9

3 Did you have any of the following problems in transferring to the college indicated? *(Please check all that apply.)*

(21) 1 ☐ Transferring credit hours 38
(22) 1 ☐ Transcript problems 18 N = 148
(23) 1 ☐ Admission problems 6
(24) 1 ☐ Other *(Describe)* 13
(25) 1 ☐ None 85

4. How many credit hours earned at Mercer were not accepted at the college indicated?

(26-27) See Appendix E Credit Hours
(Please fill in number)

Please list specific courses not accepted Information may be obtained through O.I.R.

5 How well did the courses you completed at Mercer prepare you for continuing your education? N = 154

	Poor 1	Fair 2	Average 3	Good 4	Excellent 5
(28)	1	8	34	76	35

SECTION C — Are you currently employed? N = 401

(29) 1 314 Yes *(Please continue)* 2 87 No *(Skip to Section D)*

1 Are you employed N = 313

(30) 1 72 Part-time 2 241 Full-time

OVER

2. Is your present job related to the program of study you completed at Mercer?

(31) 1 ☐ Yes, directly related 184
2 ☐ Yes, somewhat related 59 N = 313
3 ☐ No, why not? *(Please check only one reason.)* 70

(32)
1 ☐ Transferred to a four-year college 13
2 ☐ Not sufficiently qualified for a job in my field of preparation 8
3 ☐ Preferred to work in another field 3
4 ☐ Found better paying job in another field 10 N = 67
5 ☐ Could not find a job in field of preparation 18
6 ☐ Worked previously in field of preparation, but changed jobs 3
7 ☐ Other *(describe)* 12

3. Please provide the following information:

Job Title See Appendix D

Name of Employer

Street Address of Employer

(33-34) City See Table 5 County

State Zip Code

4. When did you get your current job? N = 308

(35) 1 ☐ Before entering Mercer 78
2 ☐ While attending Mercer 93
3 ☐ Within 3 months after graduation from Mercer 58
4 ☐ More than 3 months after graduation from Mercer 79

5. How useful is the training you received at Mercer in the performance of your current job?

	Not Useful	Somewhat Useful	Useful	Very Useful	Extremely Useful	
	1	2	3	4	5	
(36)	39	A9	5B	HB	7A	N = 308

6. Please check below if the program of study at Mercer helped you in any of the following ways: *(Please check all that apply.)*

(37) 1 ☐ Helped to obtain a job 150
(38) 1 ☐ Helped performance on present job 167
(39) 1 ☐ Helped advance on present job 65 N = 261
(40) 1 ☐ Other (describe) 25

7. Please indicate your approximate annual salary, excluding overtime and other part-time jobs, for your primary job listed in Question C-3.

(41)
1 47 Up to $7,499
2 26 $7,500-$9,999
3 47 $10,000-$12,499
4 41 $12,500-$14,999
5 43 $15,000-$17,499
6 36 $17,500-$19,999
7 13 $20,000-$22,499
8 B $22,500-$24,999
9 13 $25,000-up

N = 277

8. Through what source did you first hear about this job? N = 303

(42)
1 6 College Placement Office
2 13 An employment agency
3 46 A newspaper advertisement
4 12 Through Co-op program
5 91 A friend or relative
6 10 College faculty or staff member
7 41 Contacted employer on my own
8 38 Other (please specify)

9. May we have your permission to send your supervisor a questionnaire regarding how well graduates of your program perform on the job?

☐ Yes ☐ No

If yes, please supply the following information about your supervisor.

Name

Title

Company Address

SECTION D — Everyone should answer this section.

1. Background information

a) Ethnic Group N = 396

(43)
1 ☐ Black, not of Hispanic Origin 30
2 ☐ American Indian 0
3 ☐ Asian or Pacific Islander 8
4 ☐ Hispanic 3
5 ☐ White, not of Hispanic Origin 355

b) Sex N = 399

(44)
1 ☐ Male 168
2 ☐ Female 231

c) Age

(45-46)

2. Are you a non-resident alien?

(47) 1 4 Yes 2 392 No N = 396

3. Do you feel that you have a permanent handicap or are permanently disabled?

(48) 1 5 Yes 2 393 No N = 398

4. What was your curriculum or program at graduation from Mercer?

(49-53) See Appendix B

5. Would you recommend Mercer to prospective students?

(54) 1 342 Yes 2 49 No N = 391

6. We would appreciate any comments regarding how we could improve the courses and services available to students at Mercer. *(Please feel free to use an additional sheet if necessary.)*

N = 182 See Section "Opinions".

Thank you for your cooperation.
Please return this form in the prepaid envelope as soon as possible.

APPENDIX B

Number of Survey Respondents by Academic Program

Program	Number of Graduates	Number of Respondents
Accounting	16	7
Accounting Certificate	1	0
Advertising Design	15	12
Aerospace Operations Management	3	2
Architectural Technology	3	2
Architecture*	15	11
Biology*	5	1
Business Administration*	59	33
Chemistry*	6	3
Community Service Assistant	10	6
Computer Operations	17	16
Computer Operations Certificate	19	4
Computer Science*	7	5
Construction/Civil Eng. Tech.	17	9
Corrections Officer	2	0
Data Processing	30	18
Data Processing Certificate	29	14
Dental Assisting	4	3
Dental Assisting Certificate	19	11
Drafting and Design Technology	4	3
Education Assistant	8	2
Electrical Engineering Technology	23	9
Electrical Mechanical Technology	1	0
Electrical Power Technology	1	1
Electronics Technology	21	10
Engineering Science*	1	1
Fine Arts*	10	8
Fire Science Technology	10	7
Flight Attendant	1	1
Flight Technology	17	9
Funeral Service Education	20	15
General Business	47	27
Humanities & Social Science*	67	37
Laboratory Technology	1	0
Law Enforcement Officer	18	10
Legal Assistant	11	4
Library/Media Assistant	4	3
Mathematics*	1	1
Machine Shop Technology Certificate	2	0
Mechanical Engineering Technology	5	2
Media Electronics	2	2

* Indicates Transfer Programs

APPENDIX B (Continued)

Program	Number of Graduates	Number of Respondents
Medical Lab Technology	13	8
Nursing	59	27
Ornamental Horticulture Technology and Land Use Management	15	8
Ornamental Horticulture Technology and Land Use Management Certificate	2	0
Photography*	7	4
Plant Science*	3	2
Pre-Funeral Service Education*	13	6
Radio/Television	18	9
Radiologic Technology	21	9
Secretarial Science	27	13
Solar Energy	9	4
Telecommunications*	7	6
Telecommunications Technology	1	0
Visual Arts - AA*	7	1
TOTAL	754	406

*
Indicates Transfer Programs

APPENDIX C

List of Colleges and Programs of Study by MCCC Academic Program

College	Major Program	# Credits Not Accepted	Status	Employment Status
Accounting				
Mercer Co Com College	Data Processing	-	PT	PT
Trenton State College	Business	-	PT	PT
Rutgers University	Economics	28 (has 89)	FT	No
Rutgers University	Accounting	18	PT	FT
Trenton State College	Admin Office Mgt	0	FT	PT
Advertising Design				
School of Visual Arts, NY	Illustrations	12-15	FT	FT
Trenton State College	Art Education	0	PT	PT
Trenton State College	Advertising Design	-	FT	PT
Moore College of Art	Advertising Design	-	FT	PT
Moore College of Art	Advertising Design	-	FT	No
Millersville University,PA	Advertising Design	0	FT	PT
Architectural Technology				
Temple University	Civil/Constr Eng Tech	3	PT	FT
N J I T	Civil Eng Tech	0	FT	No
Architecture				
Rutgers University	Computer Science	7-8	FT	PT
Trenton State College	Industrial Arts Educ	24	FT	PT
Rutgers University	Computer Science	5	FT	PT
Arizona State University	Interior Architecture	6	FT	PT
N J I T	Architecture	19	FT	PT
N J I T	Architecture	9	FT	No
Virginia Tech	Architecture	26	FT	No
Virginia Polytechnic Ins	Architecture	32(AR courses)	FT	No
Biology				
Rutgers University-Cook College	Pre-Vet	2	FT	No

APPENDIX C

College	Major Program	# Credits Not Accepted	Status	Employment Status
Business Administration				
Rider College	Administration	6	PT	FT
Trenton State College	Admin Ofc Mgt	0	FT	PT
Trenton State College	Admin Ofc Mgt	0	-	PT
Mt St Mary's College, MD	Business & Finance	-	FT	No
Rider College	Accounting	8	PT	FT
Rider College	Marketing	9	PT	FT
Trenton State College	Business Admin	0	FT	PT
Rider College	Accounting	27 (had 72)	FT	PT
Trenton State College	Business Admin	-	PT	No
Rider College	Marketing	7	PT	FT
Rider College	Accounting	-	FT	No
Trenton State College	Economics	3	FT	PT
Rider College	Business Admin	3	FT	PT
Rutgers University	Economics/Comp Sci	9	FT	No
Rider College	Accounting	16	FT	FT
Trenton State College	Accounting	-	PT	FT
Rutgers University	Economics	3	PT	FT
Rutgers University	Management	15	PT	FT
Trenton State College	Admin Ofc Mgt	0	FT	No
Trenton State College	Admin Ofc Mgt	1	FT	FT
Trenton State College	Mechanical Engr	-	FT	No
Trenton State College	Office Management	0	FT	No
Chemistry				
Trenton State College	Chemistry	0	PT	FT
Trenton State College	Chemistry	0	FT	No
Civil Engineering Technology				
N J I T	Construction/Contracting	18	FT	No
N J I T	Civil Engr Tech	-	FT	No
N J I T	Construction/Contracting	0	FT	PT
CA State Polytechnic U	Engineering Tech	Not completed	FT	FT
N J I T	Construction/Contracting	0	PT	FT
Community Service Assistant				
Rutgers University-Douglas	Speech	48	FT	No
Trenton State College	Sociology	0	PT	FT
Trenton State College	?	48	FT	No

APPENDIX C

College	Major Program	# Credits Not Accepted	Status	Employment Status
Computer Operations (Degree & Certificate)				
Rutgers	Management	20	PT	FT
MCCC	Data Processing	N/A	PT	FT
Rider College	Business Admin	30	PT	FT
Computer Science				
Brown University, RI	Computer Science	8	FT	PT
Trenton State College	Computer Science	0	FT	No
Data Processing - Degree and Certificate				
Essex Count College	Business Computer Prog	0	FT	No
MCCC	Data Processing (Degree)	N/A	FT	PT
Rider	Business Mgt & Org Behav	6 (Acct)	PT	FT
Rider	Business Admin	-	PT	FT
Trenton State College	Business Admin-Finance	3	FT	No
Elmira College, NY	Computer Applications & Systems Design	0	PT	FT
Electrical Engineering Technology				
Trenton State College	Electrical Engr Tech	12	PT	FT
Trenton State College	Electrical Engr Tech	0	FT	FT
Trenton State College	Electrical Engr Tech	0	FT	No
Rochester Inst of Tech	Electrical Engr Tech	-	FT	No
Trenton State College	Electronic Engr Tech	0	PT	FT
N J I T	Electronic Engr	0	PT	FT
Monmouth College	Computer Science	-	PT	FT
Electrical Power Technology				
Trenton State College	Electronics Engr	0	PT	FT
Electronics				
Trenton State College	Electronical Engr Tech	9	FT	No
Trenton State College	Electronics Engr	0	PT	PT
Trenton State College	Electronic Engr Tech	3	FT	PT
Engineering Science				
N J I T	Civil Engr	6	FT	No

APPENDIX C

College	Major Program	# Credits Not Accepted	Status	Employment Status
Fine Arts				
La Roche College, PA	Graphic Design	0	FT	No
The School of Visual Arts, NY	Illustration	30	FT	No
Trenton State College	Art Education	10	FT	PT
Fire Science Technology				
University of Maryland	Fire Science Mgt	0	PT	FT
Flight Technology				
PA State University	Aerospace Engr	30-40	FT	No
FL Institute of Tech	Flight Technology	?	?	FT
FL Institute of Tech	Flight Technology	?	FT	?
Pratt Institute	Architecture	?	PT	PT
Trenton State College	Business	30(AE)	FT	No
Riverside School of Aero	Aviation Maint Tech	?	FT	No
Funeral Service Education				
Rider College	Accounting	6	FT	PT
Wm Patterson College	Arts & Sciences	25(MR)	FT	FT
General Business				
Trenton State College	Political Science	-	-	FT
Trenton State College	Admin Ofc Mgt	4-8	PT	PT
Trenton State College	Admin Ofc Mgt	9	FT	No
Rider College	Marketing	-	FT	PT
Trenton State College	Distributive Ed	12	PT	FT
Trenton State College	Psychology	0	FT	No
Trenton State College	Non-matriculated	-	FT	No
Trenton State College	Business Admin	9	PT	FT
Rutgers University	Computer Science	-	PT	PT
Jacksonville University	Accounting	10	FT	FT
Montclair State College	Management	0	-	FT
Trenton State College	Business Admin	9	PT	FT
Trenton State College	Business Admin	12	FT	PT
Humanities and Social Science				
FL State University	Political Science	0	FT	No
Rutgers University	Psychology	2	PT	FT
Trenton State College	Psychology	0	PT	FT
Trenton State College	English	2	FT	No

APPENDIX C

College	Major Program	# Credits Not Accepted	Status	Employment Status
Humanities and Social Science (Cont)				
Rider College	Management	-	PT	FT
Trenton State College	Non-matriculated	-	FT	PT
Trenton State College	Psychology	30 (had too many)	FT	PT
Rider College	Liberal Arts	2	PT	FT
Rutgers University-Douglas	Communication - Educ/Industry	9	FT	No
Rider College	Math/Computer Sci	6	FT	No
Rider College	History	6	FT	PT
The American University	International Affairs	2	FT	PT
Rider College	English	6	FT	No
Rider College	Psychology	0	FT	PT
Rider College	Business Mgt	11	FT	PT
Rutgers University	Political Science	11	FT	PT
Trenton State College	Psychology	0	-	FT
Pembroke State U, NC	Sociology/Crim Just	0	FT	No
Trenton State College	Psychology	6	FT	No
Rutgers University-Douglas	Psychology/Early Child. Education	12	FT	No
Trenton State College	Speech Pathology	0	FT	No
Trenton State College	Art Therapy	7	PT	No
Law Enforcement				
Trenton State College	Political Science	-	FT	PT
Legal Assistant				
Trenton State College	Political Science	-	PT	FT
Library/Media Assistant				
Trenton State College	Sociology	0	PT	FT
Trenton State College	Education Media Spec	2	FT	No
Mechanical Engineering Technology				
Trenton State College	Mech Engr Tech	3	FT	No
N J I T	Mech Engr Tech	6	FT	No
Media Electronics				
Middlesex County College	Electrical Engr	0	PT	PT

APPENDIX C

College	Major Program	# Credits Not Accepted	Status	Employment Status
Medical Laboratory Technology				
Kean College	Medical Tech	-	FT	PT
Trenton State College	Biology	0	PT	PT
Juniata College, PA	Genetics	3(remedial)	FT	PT
Trenton State College	Biology	-	FT	PT
Nursing				
Stockton State College	Nursing	28-30(Nursing)	?	FT
Ornamental Horticulture Technology and Land Use Management				
Trenton State College	Geography	24(OH)	FT	FT
Trenton State College	General Business Adm	9	FT	No
Arizona State U	Environmental Resources in Agriculture	0	FT	No
University of DE	General Agriculture/ Plant Science	-	PT	FT
Ohio State U	Landscape Arch	28 (D grade)	PT	FT
Photography				
Rutgers-Douglas	Journalism/Commun	24	FT	PT
Plant Science				
Rutgers - Cook	Natural Resource Mgt	-	-	FT
Rutgers - Cook	Plant Science	-	FT	PT
Pre-Funeral Service Education				
MCCC	Funeral Service Ed	N/A	FT	PT
MCCC	Funeral Service Ed	N/A	FT	FT
MCCC	Funeral Service Ed	N/A	FT	PT
MCCC	Funeral Service Ed	N/A	FT	PT
Radio/TV				
Glassboro State College	Business Admin	16	FT	No
Glassboro State College	Communications	15	FT	No

APPENDIX C

College	Major Program	# Credits Not Accepted	Status	Employment Status
Radiologic Technology				
Gwynedd Mercy College	Radiation Therapy Tech	0	FT	No
Trenton State College	Psychology	-	PT	FT
Trenton State College	Non-matriculated	29-34	PT	FT
Trenton State College	Business Admin	-	Not Given	FT
Thomas A Edison St Col	Technical Science	0	PT	FT
St Barnabas Med Center	Diagnostic Sonography	N/A	FT	PT
JFK School of Nuclear Med	Nuclear Medicine Tech	0	FT	FT
Secretarial Science				
Katharine Gibbs School, PA	Word Processing	N/A	FT	No
Solar Energy				
MCCC	Engineering	N/A	PT	FT
Telecommunications				
Rutgers University	Journalism	12	FT	PT
Trenton State College	English	0	PT	No
Temple University	Journalism/Radio/TV/Film	0	FT	No
Visual Arts				
Trenton State College	Admin Ofc Mgt	3	PT	FT
School of Visual Arts, NY	Photography	8	FT	PT

Salaries of Those Employed Full-Time by Academic Program

Program	Salary Range[a]
Business Administration[b]	$10,000 - $19,999
Computer Operations (Degree)	$10,000 - $19,999
Construction/Civil Engineering Tech.	$10,000 - $14,999
Data Processing (Degree)	$15,000 - $19,999
Dental Assisting (Certificate)	$ 7,500 - $12,499
Electrical Engineering Technology	$15,000 - $22,499
Fire Science Technology (Degree)	$15,000 - $22,499
Funeral Service Education	$15,000 - $22,499
General Business	$10,000 - $19,999
Humanities & Social Sciences[b]	$10,000 - $14,999
Nursing	$15,000 - $22,499
Ornamental Horticulture and Land Use Mgt (Degree)	$10,000 - $17,499
Radiologic Technology	$12,500 - $17,499
Secretarial Science	$10,000 - $14,999

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[a] Listed are only those ranges with a maximum spread of $10,000 into which at least two-thirds of the reported salaries fell.

[b] Transfer Program

APPENDIX E

List of Job Titles and Employers by MCCC Academic Program

Job Title	Employer	Employment Status	Continuing Education
Accounting			
Accountant	Keatzhin & Company	PT	PT
Financial Analyst	Princeton Gamma Tech	FT	PT
Controller	Trenton Country Club	FT	No
Accounting Clerk	The Wilderness Society, D.C.	FT	No
Student Ass't to Acct. Ofc.	Dept. of Labor	PT	FT
Tutor	MCCC	PT	PT
Advertising Design			
Art Director	Lewis Scheller Printing	FT	No
Cashier	Lee's Pharmacy	PT	FT
Switchboard Operator	St. Lawrence Rehab Center	PT	FT
Clerk	J W Dawson	PT	PT
Banquet Waitress	Parker Meridian Hotel	FT	FT
Paste-up Artist	Jerry Rodgers	FT	No
Typewriter Specialist	IBM Corporation	FT	No
Graphic Designer	D - K Associates	FT	No
--	--	PT	FT
Aerospace Operations Management			
Auto Body Mechanic	Stockton Auto Body	FT	No
Waiter	Geiger's Restaurant	FT	No
Architectural Technology			
Engineering Aid	State of N.J.	FT	PT
Architecture			
Draftsperson	Adams, Richmann & Heggan	PT	FT
Clerk	Steinel Pharmacy	PT	FT
Engineering Draftsman	Lawrence Township	PT	FT
Architectural Designer/ Draftperson	Eugene F. O'Connor A/A Architects	FT	No
Gas Attendant	DeMarco's Arco	PT	FT
Layout Draftperson	Reecraft Packaging	PT	FT

NOTE. These employers are not to be contacted regarding graduates' preparation and performance. A list of those employers who may be contacted can be obtained through the Office of Institutional Research.

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Business Administration			
Salesperson	Century 21	FT	FT
Administrative Assistant	E B I (Princeton)	FT	PT
Freight Traffic Coordinator	Carter-Wallace Inc.	FT	PT
Receiver	Sears	PT	FT
Administrative Assistant	The Judiciary - State of NJ	FT	PT
Service Station Attendent	Niedt's Sunoco	PT	?
Procurement Clerk	AAA Trucking Corp.	PT	FT
Bank Teller	NJ National Bank	PT	FT
--	--	FT	No
Officer Assistant	NJ National Bank	FT	No
Payroll Clerk	Broad Street National Bank	FT	No
Corp Manager	Exxon Company	FT	No
Security Guard	CPP Security Agency	PT	No
Sr. Computer Operator	IBM Corp	FT	No
Secretary	Johnson & Johnson	FT	No
Territory Manager	Mobil Oil Corp	FT	No
Specifications Writer	Opinion Research Corp	FT	No
Head Teller/Assistant Mgr	Centennial Savings & Loan	FT	PT
Accounting Assistant	NJ Div of Motor Vehicles	FT	PT
Technician	Cavanaugh's Exteriors	FT	FT
Supervisor	Mettler Instrument Corp	FT	PT
Student Assistant	NJ Dept of Community Affairs	PT	FT
Cashier	Shop-Rite	PT	FT
Computer Assistant	Kepner Tregae Inc.	PT	No
Chemistry			
Laboratory Technician	Polychrome Corporation	FT	No
Construction/Civil Eng Tech			
Stockman	Helene Curtis	FT	FT
Senior Engineer (Highways)	County of Mercer	FT	No
Chief of Survey Party	NJ Dept of Environmental Protect.	FT	No
Construction Inspector	Certified Testing Lab	FT	No
Draftsperson	Van Note - Harvey Associates	FT	No
Delivery Person	Country Florist	PT	FT
Engineering Technician	Delaware River Joint Toll Bridge Commission	FT	PT
Community Service Assistant			
Dental Assistant	Dr. Whitman	FT	No
Licensed Practical Nurse	Trenton Psychiatric Hospital	FT	No
Head Cottage Training Super.	NJ N P T	FT	PT

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Chemistry			
Lab Technician	FMC Corp	FT	PT
Computer Operations - Degree			
Console Operator	N L Industries	FT	No
Computer Operator III	State Police - NJ	FT	No
Trainee Computer Operator	Broad Street National Bank	PT	No
Production Manager	Automatic Business Centers	FT	PT
Computer Operator	Federal Government	FT	No
Computer Operator Trainee	Systems and Communications	FT	No
Data Control Clerk	Dow Jones & Company, Inc	FT	No
Substitute Teacher		PT	No
Computer Operator	NJ Manufacturers Insurance Co	FT	No
Sr. Keypunch Operator	Mercer Co Com College	FT	No
Marketing Administrator	Applied Data Research	FT	No
Sr. Computer Operator	British American Tobacco, US	FT	No
Assistant Office Manager	Advanced Business Services, Inc.	FT	No
Computer Operator	Rider College	FT	PT
Claims Processor	--	FT	No
Computer Operations - Certificate			
Computer Programmer	Firmenich Inc	FT	PT
Keypunch Operator	Matrix Inc	FT	No
Computer Science			
Programmer/Analyst	Computer Sciences Corp	FT	No
Programmer	Brown University	PT	FT
Scientific Programmer	Carter-Wallace Inc	FT	No
Data Processing - Degree			
Programmer III	NJ Dept of Treasury	FT	No
Programmer Analyst	NJ M Insurance Co	FT	No
EDP Specialist II	Pennsbury School District	FT	No
Computer Programmer	Dow Jones	FT	No
Data Processing Programmer III	NJ Dept of Education	FT	PT
Programmer	Applied Data Research	FT	No
Computer Operator	AAA Trucking Corp	PT	No
Computer Programmer	Petroleum Data Corp	FT	No
Programmer Consultant	Aldon Computer Conversions, Inc	FT	No
Programmer/Analyst	Dow Jones	FT	No
Computer Programmer	NJ M I	FT	No
Customer Engineering Instr.	Sperry	FT	PT
Computer Programmer	NJ Dept of Human Services	FT	No
Assistant Programmer	IBM	FT	PT
--	--	FT	No
Sr. Programming Technician	IBM	FT	No

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Data Processing - Certificate			
Principal Training Tech	NJ Dept of Human Services	FT	No
Programmer Assistant	NJ Dept of Law and Public Safety	FT	No
Systems Programmer	IBM	FT	No
Elementary Teacher	Ewing Township Board of Ed	FT	No
Data Processing Programmer III	NJ Human Services Data Center	FT	No
Programmer	Gonzer Associates	FT	No
Self-employed	--	FT	No
Accounting Assistant	State of New Jersey	FT	No
Computer Programmer	NJ Dept of Environmental Protection	PT	FT
Programmer	NJ Manufacturers Ins Co	FT	No
Dental Assistant - Degree			
Claim Examiner (Dental)	Prudential Ins Co	FT	No
Dental Assistant	Dr. Gary M. Fagen	PT	No
Treasurer	Disc Services	PT	No
Dental Assistant - Certificate			
Dental Assistant	Dr. Coppola	FT	No
Dental Assistant	Dr. Ira J. Adler	FT	No
Dental Assistant	Eastern Dental Center	FT	No
Dental Assistant	Dr. Gary A. Cortina	FT	No
Dental Assistant	Dr. Frank Shipero	FT	No
Dental Assistant	Dr. Holstein	FT	No
Dental Assistant	Dr. John A. Fizer	FT	No
Dental Assistant	Dr. Willis F. Paine	FT	No
Dental Assistant	Drs. Fugedy/Massa	FT	No
Dental Assistant	Hamilton Family Dental Services	FT	No
Waitress	Meadow Lakes Presbyterian Homes	PT	No
Drafting and Design Technology			
Draftperson	Vartech Inc	FT	No
Design Draftsperson	Physical Acoustics Corp	FT	No
Draftsperson	Precision Graphics Inc	FT	No
Education Assistant			
Sr. Day Care Worker	Hamilton Avenue Day Care	FT	No
Substitute Teacher	Ewing Township	PT	No

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Job Title	Employer	Employment Status	Continuing Education
Electrical Engineering Technology			
Engineering Technician	RCA Astro Electronics	FT	No
Electronic Test Technician	Dataram Corp	FT	PT
Electronic Technician	Bactomatic	FT	PT
Engineer (Electrical & Field Service)	TM Vacuum Products	FT	PT
Manager	Nino's Pizza	FT	FT
--	--	FT	NO
Technical Associate	American Bill Inc	FT	PT
Electrical Power Technology			
Electrician	Fisher Body Div, General Motors	FT	PT
Electronics			
Mechanic	HF Lockwood	PT	PT
Technician	Polar Research Lab	FT	No
Shop Technician	RCA	FT	No
Computer Operator III	NJ Div of Treasury	FT	No
Technician	Pratt Electronics	PT	FT
Technician-Electronic	Princeton Plasma Physics Lab	FT	No
Fire Science Technology			
Assistant Manager	Ellsworth's Wine & Liquors	FT	No
Boot Camp Com. Commander	US Navy	FT	No
Firefighter	VA Supply Depot	FT	No
Paid Driver/Firefighter	Board Fire Commissioners Dist. 9	FT	No
Firefighter	City of Trenton	FT	PT
Teacher	NYC Board of Education	FT	No
Flight Technology			
Flight Instructor	--	FT	No
Draftsperson	The Empact Corp	PT	PT
Flight Instructor	--	PT	No
Aircraft Electrical Systems Specialist	Dept of Defense	PT	No
Clerk/Cashier	Shop Rite	FT	Status not given
Fine Arts			
Receptionist	Cedar Gardens Restaurant	PT	FT
Phototypesetter/Layout Paste-up Artist	White Eagle Printing	FT	No
Graphic Artist	NJ Dept of Environmental Protection	FT	No

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Job Title	Employer	Employment Status	Continuing Education
Funeral Service Education			
Funeral Director	Weatherhead Young Funeral Home	PT	FT
Funeral Director	Frech Funeral Home	FT	FT
Service Manager	Strawbridge & Clothier	FT	No
Manager	RC Tomasello Funeral Home	FT	No
Funeral Director	AS Cole Son & Co	FT	No
Funeral Director	Saul Funeral Home, Inc	FT	No
Manager Funeral Director	Musha Funeral Chapel	FT	No
Funeral Service Trainee	Flynn & Son Funeral Home	FT	No
Funeral Director	Evergreen Funeral Home	FT	No
Funeral Director	Parsels Funeral Home	PT	No
Funeral Director	Anderson & Campgell Funeral Home	FT	No
Practitioner	Krowicki McCracken Funeral Home	FT	No
Funeral Director Associate	Goes Funeral Home	FT	No
Funeral Director	Steer Van Arsdale Funeral Home	FT	No
Funeral Director	Fallon Funeral Home	PT	No
General Business			
Technician, Management Info System	NJ Dept of Human Services	FT	Status not given
Owner	Mahalo Realty & Auction Co	FT	No
Professional Baseball Player	Montreal Baseball Club	FT	FT
Marketing Promotions Asst.	AMF Head Division	FT	No
Dietary Food Service Helper	St. Francis Medical Center	PT	FT
Secretarial Asst. III	NJ Dept of Transportation	FT	PT
Programmer Asst.	NJ Dept of Labor	FT	No
Reservation Services Coord.	Western Electric	FT	PT
Inventory Production Control Clerk	St. Francis Medical Center	FT	No
Computer Operator	Goodall Rubber Co	PT	PT
Account Representative	Interpool Ltd	FT	No
--	--	FT	PT
Mason's Helper	Comisky Builder Brothers	FT	No
Office Manager	Princeton University	FT	No
Personnel	MGM Construction Corp	FT	Status not given
Administrative Assistant	John D Sayer & Co	FT	No
Assistant Bookkeeper	Base Ten Inc	FT	No
Communications Assistant	Dow Jones & Co Inc	FT	No
Customer Service Clerical	Sears Roebuck & Co	PT	No
Cashier	Shop Rite	PT	FT
Data Entry Operator	State Police	PT	PT
Personnel Assistant	NJ Dept of Law & Pub Safety	FT	No
Purchasing Clerk	BASF Wyandotte Corp	FT	No

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Humanities and Social Science			
Electrolysis Operator	Anne Russo	PT	FT
Secretary	RCA	FT	PT
Principal Clerk Steno	NJ Dept of Transportation	FT	PT
Audit Account Clerk	NJ Lottery Commission	FT	No
Secretary	W.H. Grimm Insurance Agency	FT	No
Security Officer	Princeton University	FT	No
Income Maintenance Wroker	Mercer Co Board of Social Services	FT	No
Administrative Secretary II	Mercer Co Community College	FT	No
Word Processing Spec. I	NJ Dept of Agriculture	FT	No
--	--	FT	No
Communications Coordinator/ Microcomputer Operator	Stuart Country Day School	FT	No
Multichannel Communication Operator	U.S. Army	FT	No
Police Officer	Hamilton Township	FT	No
Operations Supervisor	Six Flags Great Adventure	FT	No
Manager Group Home	Association for Retarded Citizens	FT	PT
Secretary	Catholic Welfare Bureau	FT	Status not given
--	--	PT	FT
Legal Assistant	Moran, Mordas & King	FT	PT
Teller	NJ National Bank	PT	FT
Staff Assistant	Honorable Christopher H Smith	PT	FT
Waitress	--	PT	FT
--	Republican National Committee	PT	FT
Home Health Aide	Mercer Street Friends Center	PT	FT
Law Enforcement			
Police Director	Jamesburg Police Department	FT	No
Liquor Store Clerk	Wally's Liquor Store	FT	No
Accountant	NJ Medical Inter Ins Exchange	FT	No
Police Officer	West Windsor Township	FT	No
File Clerk	New Jersey Manufacturers	PT	FT
Corrections Officer	Mercer Co Detention Center	FT	No
Security Specialist	Kelly Associates	FT	No
Group Teacher	Tots Academy	FT	No
Supervisor Narcotic Bureau	NJ State Police	FT	No
Legal Assistant			
Administrative Asst/Broker	Tucker, Anthony & RL Day Inc	FT	No
Income Maintenance Tech	Mercer Co Board of Social Services	FT	PT
Paralegal/Secretary	Donini & Ramsey	FT	No
Paralegal	Lewis, Siegel and Wood	FT	No

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Library/Media Assistant			
Coordinator of Tech Services	Mercer Co Community College	FT	No
Clerical Asst I	Educational Testing Service	FT	PT
Media Electronics			
Maintenance	Brookfield Garden Apts	FT	No
Cook/Asst Manager	American Pie	PT	PT
Medical Laboratory Technician			
Medical Laboratory Technician	Easton Hospital	FT	No
Phlegmatist	Concord Hospital	FT	No
Medical Lab Tech	Bio-Dynamics Inc	FT	No
Blood Bank Technician	Mercer Regional Bld Center	PT	FT
Lab Assistant	Juniata College	PT	FT
Lab Technician	--	FT	No
Medical Lab Technician	Hunterdon Med Center	PT	PT
Medical Lab Technician	Helene Fuld Med Center	PT	FT
Nursing			
Registered Nurse	Medical Center Princeton	FT	No
Nurse	Helene Fuld	FT	No
Staff Nurse	Baptist Medical Center	FT	No
Registered Nurse	Sarasota Memorial Hospital	FT	No
Registered Nurse	Princeton Medical Center	FT	No
Staff Nurse	Deborah Heart & Lung Center	FT	No
Clinical Nurse I	Deborah Heart & Lung Center	FT	No
Registered Nurse	Burlington Co Mem Hospital	FT	No
Registered Nurse	Deborah Heart & Lung Hospital	FT	No
Staff Nurse	Helene Fuld Med Center	FT	No
Registered Nurse/Team Leader	Newcomb Hospital	FT	No
Registered Nurse	Burlington Co Mem Hospital	FT	No
Staff Nurse	St. Francis Hospital	PT	No
Registered Nurse	Ancora State Hospital	FT	No
Registered Nurse	Medical Center at Princeton	PT	No
RN/Critical Care Certified	Montgomery General Hospital	FT	No
Staff Nurse	Rancocas Valley Hospital	FT	Status not given
Registered Nurse	Zurbrugg Memorial Hospital	PT	No
Registered Nurse	Our Lady of Lourdes Hospital	FT	No
Registered Nurse	Burlington Co Mem Hospital	FT	No
Staff Nurse	--	FT	No
Registered Nurse	Burlington Co Mem Hospital	FT	No
Staff Nurse	Mt Sinai Medical Center	FT	No
Assist. Nurse Care Coord.	Princeton Medical Center	FT	No
--	--	FT	No

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Ornamental Horticulture and Land Use Management			
Horticulturist	NJ Dept of Agriculture	FT	PT
Asst Super Greenskeeper	Bedens Brook Club	FT	No
Landscape Foreman	MJ Doyle Landscaping Serv Inc	FT	No
Receptionist	Rutgers Preparatory School	FT	No
General Foreman	Annandale Florist & Nursery	FT	FT
Sales Clerk	Central Hardware	FT	PT
Photography			
Freelance Photographer	--	PT	FT
Correspondence Secretary	McGraw-Hill Pub. Co	FT	No
Clerk Bookkeeper/Data Entry Clerk	Broad Street National Bank	FT	PT
Plant Science			
Lab Asst/Greenhouse Waterer	FMC Corporation	PT	FT
--	Schimpf Greenhouses	FT	Status not given
Pre-Funeral Service Education			
Funeral Director	Gordner Funeral Home	FT	No
Funeral Service Apprentice	Manchester Mem Funeral Home	PT	FT
Funeral Director	Parkside Memorial Home	FT	No
Funeral Service Intern	Layton Funeral Home	PT	FT
Student Trainee	Moore's Home for Funerals	PT	No
Apprentice	Brenna Funeral Home	PT	FT
Apprentice	John Pfleger Funeral Home	FT	FT
Radiologic Technology			
Radiologic Tech	Freehold Area Hospital	PT	FT
Radiologic Tech	Mercer Medical Center	FT	PT
Radiologic Tech	Mercer Medical Center	FT	No
Radiologic Tech	Hamilton Hospital	FT	No
Radiologic Tech	Freehold Radiology Group	FT	No
Radiologic Tech	Watson Army Hospital	FT	No
Xray Technician	Hunterdon Medical Center	FT	No
Clinical Instructor/Radiography Program	Helene Fuld Medical Center	FT	PT
Nuclear Medicine Tech	Princeton Medical Center	FT	FT
Radio/Television			
--	Wren Associates	PT	No
Reconciliations Clerk	Fidelity Union Bank Corp	FT	No
Security Guard	--	FT	No
Production Assistant	TV Station in Illinois	FT	No
Production Assistant	Prism Cable Programmer	FT	No

APPENDIX E

Job Title	Employer	Employment Status	Continuing Education
Secretarial Science			
Secretary	NJ Dept of Law & Pub Safety	FT	No
Management Secretary	Dow Jones & Company, Inc	FT	No
--	--	FT	No
Assist. Admin. Supervisor	Ford Motor Credit Co	FT	No
Secretary	E R Squibb & Sons	FT	No
--	NJ Dept of Treasury	FT	No
--	--	FT	No
Clerk Typist	State House	FT	No
Principal Clerk Stenographer	NJ Dept of Transportation	FT	No
Secretary	G. William Collier Agency	FT	No
Secretary/Word Processor	Ernst & Whinney, CPA	FT	No
Executive Secretary	Touche Ross & Co	FT	No
Solar Energy			
Senior Tech Representative	Energy Control Devices, Inc.	FT	No
President	GMS Cleaning Services, Inc	FT	No
Contractor	--	FT	PT
Plant Manager	Barbour Brothers Steel Co	FT	No
Telecommunications			
Communications Officer/ Electronic Mat'l Ofc.	U.S. Navy	FT	No
Stock Person	Children's Place	PT	FT
Audio/Visual Tech	McGraw-Hill	FT	No
Telethon	Gallup Organization	FT	No
Visual Arts			
Staff Photographer	The Hunterdon County Democrat	PT	FT

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